



Pleanáil agus Faisnéis Straitéiseach d'Fhórsa  
Ionad Gnó Shoirid  
Bóthar Bhaile Anraí, Sord.  
Co. Átha Cliath, K67D8H0  
Strategic Workforce Planning & Intelligence  
Health Service Executive  
Swords Business Campus, Balheary Road  
Swords,  
Co. Dublin, K67D8H0

8 December 2021

Deputy Peadar Tóibín

Dáil Éireann

Leinster House

Dublin 2

PQ: 57876/21: To ask the Minister for Health the number of management staff working in the HSE for each of the past 10 years

PQ: 57877/21: To ask the Minister for Health the number of administration staff working in the HSE for each of the past 10 years

Dear Deputy Tóibín,

I refer to your recent parliamentary questions in relation to staffing numbers part of which was forwarded to the Health Services Executive (HSE) by the Department of Health for direct reply.

The Deputy will be interested to note that, employment levels at the end of June 2021, show there were 130,164 WTE (equating to 148,901 personnel) directly employed in the provision of Health & Social Care Services by the HSE and the various Section 38 hospitals & agencies and of which 16% (20,906 WTE) were Clerical, Administrative & Management staff.

The Deputy will wish to note that clinical staff require other front-line staff to support them in the delivery of health care service to patients. For example, clerical support enables medical consultants operate more efficiently by scheduling care, diagnostics, appointments etc. Similarly, ward clerks allow nurses on wards to engage in direct patient care to a greater extent freeing up valuable nursing resources from administrative duties performed more efficiently by clerical personnel. Likewise, no hospital or community service can operate without a manager to look after budgets, staff and buildings or can exist without recruitment or payroll. It is important to point out that many of our clerical administrative and management staff have also been engaged in procurement, both staffing and managing vaccine centres together with contact tracing over the period of the covid crisis. In addition, the health services recruitment processes are exceeding the turnover requirements to deliver additional workforce to assist in the latest Covid surge and fulfil service demands at a time where we are experiencing additional demands compromised by additional Covid related workforce absence. It is also noteworthy to mention that there is a global shortage of health professionals, including nurses & midwives, and the availability of this workforce, both domestically and internationally, is more challenging to recruit.

The vast majority management, clerical & administrative staff (85%) are employed in the front facing services of Hospital, Ambulance, Community Health & Wellbeing, Screening, Environmental Health PCRS etc. and the remainder in central areas such as Finance, Human Resources, ICT (including eHealth), Cancer Control, Clinical Strategy etc.) together with Health Business Services (Recruitment, Estates, Procurement, Payroll etc.).

The latest available staffing details together with the equivalent month in 2010 are by staff category are as set out in the following table:

Staff Category/ Staff Group	WTE Oct 2010	WTE Oct 2021	Headcount Oct 2010	Headcount Oct 2021
<b>Total Health Service Staffing</b>	<b>112,600</b>	<b>131,126</b>	<b>135,908</b>	<b>150,034</b>
Consultants	2,436	3,583	2,851	3,920
Registrars	2,568	4,115	2,649	4,245
SHO/ Interns	2,227	3,589	2,352	3,748
Medical/ Dental, other	888	804	1,256	1,124
<b>Medical &amp; Dental</b>	<b>8,120</b>	<b>12,090</b>	<b>9,108</b>	<b>13,037</b>
Nurse/ Midwife Manager	7,027	8,735	7,789	9,581
Nurse/ Midwife Specialist & AN/MP	980	2,455	1,116	2,749
Staff Nurse/ Staff Midwife	26,144	27,177	30,922	31,265
Public Health Nurse	1,555	1,543	1,843	1,856
Nursing/ Midwifery Student	606	874	1,026	1,334
Nursing/ Midwifery other	358	343	425	389
<b>Nursing &amp; Midwifery</b>	<b>36,670</b>	<b>41,128</b>	<b>43,121</b>	<b>47,174</b>
Therapy Professions	4,044	5,846	4,566	6,776
Health Science/ Diagnostics	3,938	4,912	4,369	5,467
Social Care	3,297	3,060	3,875	3,604
Social Workers	2,307	1,278	2,538	1,447
Psychologists	750	1,088	864	1,249
Pharmacy	717	1,258	805	1,415
H&SC, Other	1,221	1,280	1,372	1,655
<b>Health &amp; Social Care Professionals</b>	<b>16,274</b>	<b>18,723</b>	<b>18,389</b>	<b>21,613</b>
Management (VIII & above)	1,214	2,154	1,244	2,222
Administrative/ Supervisory (V to VII)	3,869	6,536	4,204	6,987
Clerical (III & IV)	12,291	12,632	14,285	14,461
<b>Management &amp; Administrative</b>	<b>17,374</b>	<b>21,322</b>	<b>19,733</b>	<b>23,670</b>
Maintenance/ Technical	1,544	1,196	1,599	1,232
Support	9,968	8,776	12,191	10,204
<b>General Support</b>	<b>11,512</b>	<b>9,972</b>	<b>13,790</b>	<b>11,436</b>
Health Care Assistants	13,158	19,184	15,771	22,090
Home Help	4,257	3,552	10,021	5,211
Ambulance Staff	1,404	1,956	1,419	2,008
Care, other	3,832	3,200	4,556	3,795
<b>Patient &amp; Client Care</b>	<b>22,650</b>	<b>27,892</b>	<b>31,767</b>	<b>33,104</b>

Source: Health Service Personnel Census

Note<sup>1</sup>: Health Sector staffing figures relate to direct employment levels as returned through the Health Service Personnel Census (HSPC) for the public health sector (HSE & Section agencies)

Note<sup>2</sup>: Figures relating to service levels are expressed as whole-time equivalents (WTE) in order to take account of part-time working.

Details for each management, clerical and administrative staff group staff working in the health service for each of the past 10 years are set out in the attached table,

The HSE conducts a monthly census of public health services employment across all services covering the HSE and Section 38 Voluntary Hospitals & Agencies. The Health Services Personnel Census (HSPC) is the official employment count for the public health sector and is routinely published at <https://www.hse.ie/eng/staff/resources/our-workforce/workforce-reporting/>.

I trust that this information is sufficient to meet the Deputy's needs.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Des Williams', with a long, sweeping underline.

Des Williams

General Manager

## Health Sector Management Administrative Workforce (2011-2021):

### Staff Group:

Staff Group	Oct 2011	Oct 2012	Oct 2013	Oct 2014	Oct 2015	Oct 2016	Oct 2017	Oct 2018	Oct 2019	Oct 2020	Oct 2021
<b>Management &amp; Administrative</b>	<b>16,098</b>	<b>15,733</b>	<b>15,529</b>	<b>15,037</b>	<b>15,980</b>	<b>16,628</b>	<b>17,567</b>	<b>18,324</b>	<b>18,864</b>	<b>19,559</b>	<b>21,322</b>
Management (VIII & above)	1,093	1,055	1,086	1,170	1,302	1,421	1,588	1,722	1,823	1,947	2,154
Administrative/ Supervisory (V to VII)	3,799	3,758	3,710	3,599	3,742	4,000	4,375	4,744	5,183	5,699	6,536
Clerical (III & IV)	11,206	10,920	10,733	10,268	10,936	11,207	11,604	11,858	11,858	11,913	12,632

### Service Area:

Service Area	Oct 2011	Oct 2012	Oct 2013	Oct 2014	Oct 2015	Oct 2016	Oct 2017	Oct 2018	Oct 2019	Oct 2020	Oct 2021
<b>Management &amp; Administrative</b>	<b>16,098</b>	<b>15,733</b>	<b>15,529</b>	<b>15,037</b>	<b>15,980</b>	<b>16,628</b>	<b>17,567</b>	<b>18,324</b>	<b>18,864</b>	<b>19,559</b>	<b>21,322</b>
Acute Services	7,555	7,461	7,388	7,491	8,089	8,436	8,859	9,188	9,468	9,821	10,558
Community Services	5,666	5,436	5,354	4,846	4,978	5,173	5,418	5,701	5,819	6,066	6,713
H&WB, Corporate & National Services	2,877	2,836	2,787	2,700	2,913	3,018	3,290	3,436	3,578	3,673	4,051

Source: Health Service Personnel Census

Note<sup>1</sup>: Health Sector staffing figures relate to direct employment levels as returned through the Health Service Personnel Census (HSPC) for the public health sector (HSE & Section agencies)

Note<sup>2</sup>: Figures relating to service levels are expressed as whole-time equivalents (WTE) in order to take account of part-time working.

Note<sup>3</sup>: H&WB Corporate & National Services includes Health & Wellbeing, Screening, Environmental Health, PCRS Cancer Control, Clinical Strategy, Finance, Human Resources, ICT (including eHealth), Recruitment, Estates, Procurement, Payroll etc.